

ABSTRAK

PENGARUH KERJA HIBRIDA PADA KESEIMBANGAN HIDUP-KERJA BERPERSPEKTIF KARYAWAN LAKI-LAKI DAN PEREMPUAN

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh sikap terhadap kerja hibrida pada keseimbangan hidup-kerja karyawan, (2) perbedaan persepsi karyawan laki-laki dan perempuan pada keseimbangan hidup-kerja, (3) perbedaan persepsi karyawan laki-laki sudah menikah dan laki-laki belum menikah pada keseimbangan hidup-kerja, serta (4) perbedaan persepsi karyawan perempuan sudah menikah dan perempuan belum menikah pada keseimbangan hidup-kerja. Sampel berjumlah 122 responden diambil menggunakan metode pengambilan sampel *non-probability sampling* dengan pendekatan *purposive sampling*. Data diperoleh melalui penyebaran kuesioner secara online menggunakan *Google Form* kepada laki-laki dan perempuan berusia 20 tahun ke atas, sudah menikah atau belum menikah, dan pernah atau sedang mendapatkan kebijakan kerja hibrida dari kantor tempat bekerja yang berlokasi di Daerah Istimewa Yogyakarta. Analisis data dilakukan menggunakan teknik Regresi Linear Sederhana dan Anova *Multiple Comparison* melalui aplikasi metode *Statistical Product and Service Solutions* (SPSS). Hasil penelitian menunjukkan bahwa: (1) Kerja hibrida mendukung keseimbangan hidup-kerja. (2) Terdapat perbedaan persepsi yang signifikan antara karyawan laki-laki dan perempuan dalam menilai keseimbangan hidup-kerja. (3) Laki-laki belum menikah memiliki persepsi keseimbangan hidup-kerja yang berbeda dengan laki-laki menikah. (4) Perempuan menikah memiliki persepsi keseimbangan hidup-kerja yang berbeda dengan perempuan belum menikah.

Kata kunci: Keseimbangan Hidup-Kerja, Kerja Hibrida, Persepsi Laki-laki dan Perempuan.

ABSTRACT

***THE INFLUENCE OF HYBRID WORK ON WORK-LIFE BALANCE FROM THE
PERSPECTIVE OF MALE AND FEMALE EMPLOYEES***

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This study aims to examine (1) the effect of attitudes toward hybrid work on employee work-life balance, (2) differences in perception between male and female employees regarding work-life balance, (3) differences in perception between married and unmarried male employees regarding work-life balance, and (4) differences in perception between married and unmarried female employees regarding work-life balance. A sample of 122 respondents was drawn using a non-probability sampling method with a purposive sampling approach. Data were collected through an online questionnaire distributed via Google Form to male and female respondents aged 20 years and above, either married or unmarried, who had previously or were currently subject to a hybrid work policy at their workplace located in the Special Region of Yogyakarta. Data analysis was conducted using Simple Linear Regression and ANOVA Multiple Comparison techniques through the Statistical Product and Service Solutions (SPSS) application. The results indicate that: (1) hybrid work supports employee work-life balance; (2) there is a significant difference in perception between male and female employees in assessing work-life balance; (3) unmarried male employees hold a different perception of work-life balance compared to their married counterparts; and (4) married female employees hold a different perception of work-life balance compared to unmarried female employees.

Keywords: Work-Life Balance, Hybrid Work, Male and Female Perceptions.